

**KBVO, KBVO-CD, KHPB-CA, KHPF-CA, KHPG-CA, KHPL-CA, KHPM-CA,
KHPX-CA, KHPZ-CA, KNVA, KXAN**

EEO PUBLIC FILE REPORT

April 1, 2014 - March 31, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	2-4, 6-7, 10, 16-17, 22-25, 27, 31-36, 38	33
Broadcast Engineer	4-7, 10, 16, 20, 22-23, 25, 30-36, 38	33
Lifestyle Executive Producer	2, 4-7, 10, 15-16, 18, 22-25, 31-32, 34- 38	18
Lifestyle Host	2, 4-7, 10-11, 13, 15-16, 22-25, 28, 31- 32, 34-38	22
Ignite Director	2, 4-7, 10, 16, 20, 22-23, 25, 31-36, 38	33
Multiplatform Journalist	2, 4-7, 10, 12, 14-16, 19, 22-26, 31, 34- 38	36
Investigative Reporter	2, 4-7, 10-12, 15-16, 19, 22-26, 31-32, 35-38	12
Lead Editor	2, 4, 6-7, 10-11, 16, 19-20, 22-23, 25, 27, 31-36, 38	33
Newscast Producer	2, 4, 6-7, 10, 12, 15, 17, 20, 22-23, 25, 31-36	22
Weekend Weather Anchor	2, 4, 6-7, 10, 12, 15, 17, 21-23, 25, 31- 36	36
Director of Sales	4, 6-7, 11, 17, 22-25, 27, 29, 31, 33-36	11
Reporter	2, 4, 6-7, 10, 15, 17, 19, 22-23, 25, 31, 33-36	36
Multiplatform Journalist	4, 6-7, 10-11, 15, 17, 19, 22-23, 25, 27, 30-36	36
Multiplatform Journalist	4, 6-7, 10-11, 15, 17, 19, 22-23, 25, 27, 30-36	36
Local Sales Manager	2, 4, 6, 8-12, 15, 17, 19-20, 22-23, 25, 27, 29-36	22
News Photojournalist/Newscast Editor	2, 4, 6, 8, 10-11, 13, 15, 17, 19-20, 22- 23, 25, 31-37	11
News Photojournalist/Newscast Editor	2, 4, 6, 8, 10-11, 13, 15, 17, 19-20, 22- 23, 25, 31-37	22
News Photojournalist/Newscast Editor	2, 4, 6, 8, 10-11, 13, 15, 17, 19-20, 22- 23, 25, 31-37	22
Studio Operator	2, 4, 6, 10, 17, 20, 22-23, 25, 29-36	22
Studio Operator	2, 4, 6, 10, 17, 20, 22-23, 25, 29-36	22
Photojournalist	2, 4, 6, 8, 10, 15, 17, 22-23, 25, 31-36	8
Account Executive	2, 4, 6, 8, 10, 13, 15, 17, 22-23, 25, 27, 29, 31-36	22

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Account Executive	2, 4, 6, 8, 10, 13, 15, 17, 22-23, 25, 27, 29, 31-36	22
Executive Producer	1-2, 4, 6, 10, 12, 15, 17, 19-20, 22-25, 31-36	12
Digital Account Executive	2, 4, 6, 10-11, 17-18, 22-23, 25, 27, 31- 36	11
Research Director	2, 4, 6, 10, 15, 17, 20, 22-25, 27, 31-36	22
Digital Executive Producer	4, 6, 10-11, 15, 17, 22-23, 25, 31-36	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : http://www.awmaustin.org Beth Bobbit Manual Posting	N	1
3	Asian American Journalists Assoc. 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415 346-2051 Url : http://www.aaja.org Email : national@aaja.org Kathy Chow	N	0
4	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0
5	Austin NAACP 1704 E. 12th Stret Austin, Texas 78702 Phone : 512-476-6230 Fax : 1-512-476-7425 Nelson Linder	N	0
6	Austin School of Film 1634 East Ceasar Chavez Stret Austin, Texas 78703 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0

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7	Austin's Black Newcomers Association P.O. Box 150484 Austin, Texas 78715 Email : info@austinsblacknewcomers.org Monica Anderson	N	0
8	B-Roll Net 1623 D St. NE Washington, District of Columbia 20002 Phone : (202) 470-5396 Url : http://www.b-roll.net Email : kev@b-roll.net Kevin Johnson	N	7
9	Broadcasting & Cable 810 Seveth Avenue 27th Floor New York, New York 10019 Phone : (212) 378-0475 Url : http://www.broadcastcareerlink.com Larry Dunn Manual Posting	N	0
10	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : http://www.concordia.edu Email : joyce.sinclair@concordia.edu Joyce Sinclair	N	0
11	Current Employee	N	14
12	Employee Referral Kevin Kline	N	8
13	Former Employee	N	4
14	Former Intern	N	2
15	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : http://www.magid.com Email : bfrye@magid.com Fax : 1-319-377-5861 Barbara Frye	N	0

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16	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : http://www.cdg.htu.edu Fax : 1-512-505-3142 Paul Livingston	N	0
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	0
18	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	5
19	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : ire.org Email : jobpostings@nicar.org Mark Horvit	N	0
20	ITT Tech 6330 Hwy 290 E. Austin, Texas 78723 Phone : (512) 467-6800 Url : http://www.itt-tech.edu/campus/school.cfm?lloc_num Fax : 1-512-467-6677 S, Pandya	N	0
21	Job Fair NAHJ	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : http://www.kxan.com Email : rachel.steading@kxan.com Rachel Steading	N	42
23	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com Email : KXAN_KNVA_TV@linmedia.com Claudia Balcewicz	N	8
24	Media Post Publications 1140 Broadway 4th Floor New York, New York 10001 Phone : 212-204-2000 Url : http://www.mediapost.com Fax : 1-212-204-2038 Kenneth Fadner	N	0
25	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
26	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5424 Url : http://broadcastcareerlink.nabef.org/post.cfm Karen Hunter Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : http://www.nsnaustin.org Email : connect@nsnaustin.org Antoine Johnson	N	0
28	Other Source BGA Media Talent	N	1
29	SND Publications 167 Oakdale Rd Johnson City, New York 13790 Phone : 877-526-2823 Url : http://www.spotsndots.com Gene McKay Manual Posting	N	3
30	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : http://www.sbe.org Email : mclappe@sbe.org John Poray	N	0
31	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : http://www.southestern.edu Fax : 1-512-863-5788 Gerald Brody	N	0
32	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : http://www.stedwards.edu Fax : 1-512-448-8549 Barbara Henderson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Texas Association of Broadcaster 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.TAB.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	18
34	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : http://www.txstate.edu Fax : 1-512-245-3993 Karen Julian	N	2
35	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : http://www.twc.state.tx.us Fax : 1-512-223-5463 Allen Miller	N	0
36	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	21
37	TV Technology 810 Seventh Avenue New York, New York 10019 Phone : (703) 852-4634 Url : http://www.tvtechnology.com Jessica Striano Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-225-0355 Email : janet.arnold@unitedwaycapitalarea.org Janet Arnold	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			137

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/31/2014	Participation in Job Fairs	2014 Annual National Association of Black Journalist Job Fair	5	News Director News Director News Director Business Administrator
2	8/7/2014	Participation in Job Fairs	2014 National Association of Hispanic Journalists Job Fair San Antonio, TX	3	News Director Compliance Manager Business Administrator
3	8/13/2014	Establishment of training programs for station personnel	The station maintains a Training Program. From April 1, 2014 through March 30, 2014, several training sessions were conducted for station personnel to increase their skills and knowledge. Training is conducted to enhance job performance and assist in career growth. Training topics included Covering the Texas Legislature for news reporters, photographers, and producers; Avid editing skills and techniques for news and promotions personnel; better interviewing skills for investigative news interviews; how to utilize digital search engine optimization tools, how to better construct a news story online; and methods for creating better on-air graphics.	45	Digital EP News Director Anchor/Reporter Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/1/2015	Establishment of an intern program designed to assist members of the community	<p>The Internship Program is open to college juniors and seniors in our community pursuing a degree in a broadcast or digital media related field. The Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment. The program provides college students a hands-on learning experience in their degree plan. Students receive college credit for their participation.</p> <p>Three separate internship sessions are conducted per year, during the fall and spring school semesters. Approximately twenty students have participated in the program from April 1, 2014 to March 30, 2015. Colleges participating included The University of Texas, Texas State University, St. Edwards University, and Austin Community College.</p>	14	<p>Executive Producer</p> <p>Chief Photographer</p> <p>General Manager</p> <p>Production Manager</p>

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5	3/1/2015	Participation in scholarship programs	Minority Scholarship Program - Our company values the experiences and perspectives that a diverse workforce brings to our daily operations. Media General's Minority Scholarship & Training Program awards one and two-year scholarships and internships to ambitious multicultural students who are planning a career in broadcast television and/or digital media. By encouraging students to pursue their goals in multiplatform broadcasting, Media General is promoting diversity in the workplace and helping to ensure the dynamic future of local media. Two scholarships are awarded each year – one for an individual focused on a career in broadcast television, and one for an individual focused on a career in digital media. The business unit's General Manager ensures that area universities are aware of the scholarship program and regularly updates them on application deadlines. The business unit's hiring managers and Business Administrator routinely promote the scholarship program at job fairs and with current participants in the business unit's Internship Program. The business unit has hosted scholarship winners for summer internships and communicates with program administrators about applicants and participants.	8	General Manager Business Administrator Digital Director News Director
6	3/4/2015	Participation in Job Fairs	Texas Association of Broadcasters & Texas State College of Communications Job Fair	2	Production Manager Business Administrator
7	3/11/2015	Participation in Job Fairs	University of Texas College of Communication Internship and Job Fair	2	Production Manager Asst News Director